

CHAPTER 9

PROGRAM EVALUATION

A. POLICY

CIPMS shall be periodically monitored and evaluated by OSD and each Military Department for its effectiveness and efficiency in meeting established goals and objectives.

B. RESPONSIBILITIES

1. Assistant Secretary of Defense (Command, Control, Communications and Intelligence) (**C3I**). ASD (**C3I**) shall establish **CIPMS** functional goals and objectives, direct the development of a DoD program evaluation system to include program indicators and reporting formats, determine frequency of reporting and serve as Chair of the **CIPMS** Advisory Group when it meets to conduct its periodic evaluation of the **CIPMS**.

2. Assistant Secretary of Defense (Force Management and Personnel). ASD (**FM&P**) shall provide technical advice and assistance to ASD (**C3I**) in the **performance** of its responsibilities, shall direct the performance of DoD evaluations, review and approve evaluations and reports, and publish final reports.

3. **CIPMS** Advisory Group. The **CIPMS** Advisory Group shall propose modifications to the DoD program evaluation system; review data; draft evaluations and reports; prepare final reports; and coordinate and propose modifications to **CIPMS** programs, policies, standards, and incentives to ASD (**FM&P**) based on the program evaluation data.

4. Military Departments. Each Military Department shall furnish narrative and statistical data in support of its management of **CIPMS**, as prescribed by OSD .

a. Each Military Department shall also develop and conduct its own program evaluation, supplement DoD-wide evaluation methodology as needed, and provide the results to **the CIPMS** Advisory Group as appropriate or requested.

b. Secretaries of the Military Departments shall make provisions to convert data input into a DoD **CIPMS** data base, provide statistical data for program evaluation, and provide computer programming support to develop and transmit automated reporting formats.

C. GENERAL PROVISIONS

1. Comparability. OSD, the **CIPMS** Advisory Group, and Secretaries of the Military Departments shall ensure the maximum degree of comparability of position classification standards, compensation, and other **major CIPMS** provisions across organizational lines consistent with the distinct missions and functions of each Military Department's Intelligence Community and mandatory requirements of each Military Department's **personnel** and data management systems. The ASD (**FM&P**) shall be advised whenever it is determined or suspected that **significant imbalances or inequities** exist.

2. Compliance Inspection Programs. Each Military Department shall ensure that the provisions of this Manual and its implementing regulations are reviewed during compliance inspections either carried out by each Military Department's Inspectors General, in established civilian personnel **review programs**, or **in CIPMS** specific review or inspection programs.

3. Responsibility for Currency and Accuracy of Data. The Military **Departments** shall ensure the currency and accuracy of data input to the DISCAS system (for their employees eligible for coverage), as **well** as the data maintained by the Defense Management Data Center on **CIPMS** employees and covered organizations.